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Club Week - A Week of Learning and Fun

Though she was bleary-eyed after having spent seven days with 130 enagers, **Liz Webster** was able to report cheerfully that Club Week had gone well. "It was in the top three of the nine Club Weeks that I've run."

It must be noted Liz was bleary-eyed from lack of sleep in that she had stayed up til 3:00 a.m. the night before, and the kids were awake again and ready to go at 6:00 a.m. Liz is the provincial 4-H personal development specialist and has overall responsibility for organizing and conducting Club Week.

Club Week is one of the most sought-after 4-H activities. Each summer about 300 4-H members have the once-a-lifetime opportunity to attend Club Week.

4-H members from the southern half of the province spend a week at Olds College in July, and in August members from the northern half of the province meet at Camrose Lutheran College.

Club Week is 43 years old this year. It began as an efficiency prize trip in 1942 for male 4-H members. Now it is a co-educational opportunity for 4-H members to meet each other and, through group activities, experience personal growth and development.

Evaluations from past Club Weeks indicate the kids both learn and have fun. It's not only the kids who learn. Each year several staff members from the department are asked to act as resource people for Club Week. They both teach and learn at the same time.

Hector Goudreau, DA at Wetaskiwin, was a resource person at Olds. He says 4-H Club Week is a terrific experience for both kids and staff.

"You can't help but gain from the experience," he says. The whole process of sharing experiences with the kids makes you look at your own goals and makes you think about your family and your work, he explains. "I learned a tremendous amount."

Winnie Chong, DHE at Manning and **Kathleen Holder**, DA at Lloydminster were also resource people at Olds. In August, **Cathy Wahl**, DHE at Fort Vermilion, and **Brian Sawatzky**, DA at Peace River will go to Camrose.

Much of the activity at Club Week is based on small groups and each of those small groups requires a leader. Each year, representatives from Agriculture Canada, The Alberta Wheat Pool, The United Grain Growers and, of course, Alberta Agriculture give of their time and talents to help young people come to a better understanding of who they are and where they're going.

As well as these people, Club Week is staffed by four or five summer students who are hired by Liz Webster.

Although Club Week can be exhausting for the resource people, it can also be very rewarding.

Liz says she knows the kids gain a great deal from the experience. For some, it's an opportunity to discuss openly for the first time topics that may be taboo in their homes or communities. Subjects such as suicide, depression, mental illness or personal problems are dealt with openly and honestly. Liz notes one topic the kids have explored more frequently in recent years is career choice.



Contestants in the funny hat contest: Kathleen Holder, DA at Lloydminster, shows off her fern-in-a-flower-pot hat while Barbara Bjorkeland, resource person from United Grain Growers, wears her eager-beaver hat.

In looking at the topics which are discussed at Club Week, one might conclude everything is deadly serious. That's not the case. The objective for Club Week is to learn and to have fun. Therefore, the kids (and the leaders) get involved in such activities as funny hat and ugly shirt contests. A talent night brings forth all the aspiring stars in the group. While at Club Week, each person is assigned a secret friend who does crazy, nice things for his or her friend.

All told, Club Week is a highspot in the life of many 4-H'ers. It's also a fun and challenging week for the leaders. May Club Week at Camrose in August be as successful as Club Week in Olds was. □

★★★★★ Winners

The executive director of toastmasters international wrote to congratulate **Moe Hussain** of plant industry on his successful completion of the first section of the communication and leadership program. "The speaking and leadership skills which Moe has developed will serve him well and be of definite benefit to Alberta Agriculture," said Deputy Minister **Ben McEwen**. **Andy Drohomirecki** of the agricultural processing development branch wants to thank everyone for the support they gave him in the Team Alberta run. In the 24-hour run which took place May 25 and 26, Team Alberta raised a total of \$7,700 - \$700 of which was through pledges from Alberta Agriculture staff. The funds will be split between Alberta Ballet and the Northern Alberta Crippled Children's Fund. Three employees from financial and administrative services were recognized for their special efforts and awarded a "Certificate of Recognition". Employees of the month were: **Barbara Lopatynski** (March), **Kristy Stevens** (April) and **Alfreda Strzelec** (May). **Tom Dodd** of broadcast media picked up two AMTEC (Association for Media and Technology in Education in Canada) awards: the award of excellence for **At the Crossroads**, and the award of excellence for **A Matter of Soil**. **Tom Dodd**, **John Hermans** of conservation and development, **Garry Coy**, regional soils specialist at Fairview, and **Ross McKenzie**, soils specialist at Lethbridge, won a Blue Ribbon for **A Matter of Soil** in the ASAE (American Society of Agricultural Engineers) TV Film and Motion Picture competition. They would like to thank all the DA's, agricultural fieldmen, and farmers who helped to make the film a success. The chairman of the Canadian Planning Committee for the VIIth World Congress of IAALD, wrote to express their thanks for the help of **Margaret Bhatnagar** of library services. She was commended for her energy, efficiency and flexibility, and was considered to be a pleasure to work with. □

The Seven Snags and how they slow down the processing of your expense account

If you're anxiously waiting for your expense account cheque and wondering why it's taking so long, it could be because of a mistake you made in filling out your expense account. Chances are, the mistake you made is one of the seven most common ones financial and administrative services encounters.

Doris Raimundo, senior travel expense clerk with the department outlines the seven snags for us:

Per diems - These are only to be claimed when you are away from your headquarters for a full, 24-hour period. This is to be claimed for small incidental expenses, such as personal telephone calls, while away from home.

Addition - This is a common error and very time-consuming for the expense section. If there are any errors on a claim that cause a change of over \$1, a copy has to be sent to the claimant.

Regulations - Employees' understanding of the travel regulations is limited. If there are any questions we encourage employees to call us before submitting their claims.

Details - We require a detailed explanation of all expenses, e.g., why you went where you did, who you had lunch with and why, etc.

Lodging - If you shared a room with another public servant, state who that person was on the expense account.

Entertainment or hospitality - We need prior approval if the expense will be over \$50 if at all possible. If prior approval is not obtained we must send the expense account to the deputy minister which delays the processing.

Expense account cheques - Many employees are not aware that financial services does not handle expense account cheques. These are mailed through Canada Post directly from Alberta Treasury to the address indicated on the expense account. □

Deputy Minister's Column Alberta's market approach to agriculture

A market sensitive industry with natural production and distribution advantages is a healthy industry. Alberta Agriculture pursues policies and programs that encourage the development of agricultural sectors that enjoy such comparative advantage.

Over the period of the last 10 years the department has assisted Alberta's agricultural industry in:

1. Identifying market opportunities.
2. Developing strategic plans to supply and achieve success in those markets.
3. Implementing programs to expand markets and optimize returns for Alberta's agricultural producers and processors.

The priority markets for Alberta's agriculture and food production are Alberta, British Columbia, the U.S. west coast, Japan, Mexico, China and most recently, the U.S.S.R. The commodities and products of emphasis include cattle and hogs, wheat, barley, canola and processed food, feed and beverage products. The food and beverage industry, with its "value added" to the provincial economy from the basic agricultural resources is rapidly expanding with an annual sales volume equal to that of farm cash receipts.

This market approach to agriculture development has resulted in Alberta being the only Canadian province whose industry support programs were reviewed and determined to be non-countervailable during the recently completed U.S. Department of Commerce investigation of subsidies to the Canadian hog/pork industry. Further, by giving consideration to market priorities it was logical and simple to develop Alberta positions on tripartite stabilization, method of payment under the Western Grain Transportation Act and free trade with the United States.

For Alberta's agricultural industry to be successful it must be market-directed from research through production and sales. □

- H.B. McEwen

question box

Q: I ask this question in view of the recent release of the Abella Royal Commission Report on Equity in Employment. What is senior management in Alberta Agriculture doing to increase female representation in the management ranks? In the last year or so the number of women in branch head positions or higher has decreased, not increased.

Ben McEwen, deputy minister replies:

Thank you for your question -- it provides an opportunity to let employees know what is being done with respect to women in management in Alberta Agriculture.

The government -- and Alberta Agriculture -- subscribe to the "merit" principle rather than the "quota" system for employment. In other words, the best candidate is selected for the job. A review of competition statistics government-wide shows that when women apply for management positions, they are successful in equal proportions to men.

Agriculture has many non-traditional positions and, yes, we are concerned that we do not have more women seeking job opportunities in traditionally male-oriented jobs. One of the things we will be doing is trying to develop ways to encourage women to enter these non-traditional fields.

In order to take advantage of career advancement opportunities, employees must be responsible for their own "promotability". To assist them in preparation for advancement the department supports programs which provide training, not only in the development of their own careers, but for other career paths as well.

The department also encourages participation in the series of forums for women in management offered by the Women's Program of the personnel administration office. This series presents leading authorities on professional development for women and provides the opportunity to hear and discuss issues of topical interest.

The department has appointed a line coordinator and a personnel coordinator to work with the central office of the Women's Program. Through this program, we are developing a Career Information Resource Centre which will give individuals the tools to help them focus on their own skills and abilities, gather information regarding opportunities and requirements, and have informal discussions about their own careers. A career development in-house program is presently in the planning stage as well.

In these ways the department is assisting women to expand their career horizons.

Q: Does the department encourage job sharing appointments among staff? If so, how are the benefits split?

Chris Davidson, director of personnel replies:

The department is supportive of job sharing, subject to approval of the manager concerned, provided that the duties of the position can effectively be carried out by more than one individual. The following benefits would be pro-rated for part-time permanent employees: annual vacation, casual and general illness, statutory holidays, group life insurance and long-term disability insurance. For example, if an employee is working 3 days/week, his/her annual vacation would be reduced to 60 per cent x 15 days = 9 work days per year. □

DHE's prepare for FAMEX '86

In 1983, six farm families in the Stettler area kept personal living records for the year. The results proved interesting and have prompted the planning of a similar province-wide study called FAMEX, to take place in 1986.

FAMEX, which stands for Farm Family Expenditure Study, is a cooperative project of the University of Alberta's rural economy department and Alberta Agriculture's home economics branch. It has also been approved as a Farming for the Future project.

Jean Wilson, family resource management specialist with the home economics branch in Edmonton, says the study will involve over 300 farm families across Alberta who will keep records of all their personal living expenses for the entire year.

The major objective of the study is to relate farm family consumption expenses to income, region, number of years farming, size of family, type of enterprise and networth of the farm. "We also hope to help farm families develop management and analysis skills by using records," says Jean.

To fill the project's quota of 300 farm families, every DHE will be asked to recruit five or six families in her district.

DA's, loans officers and specialists will also help with the recruiting task by recommending families they know. News columns, newsletters and radio programs will also be used in the recruiting campaign.

According to **Edith Zawadiuk**, regional home economist at Two Hills, they didn't have any trouble lining up 70 farm families in Region 4 to participate in a pilot study which is now underway. "So far, the families have been enthusiastic and have found the project enlightening," she says.

In the meantime, DHE's will be attending sessions during the summer and early fall to prepare themselves for FAMEX '86. □

Staff chaff

on the move

Welcome to the following people, who have joined Alberta Agriculture:

Jackie Gendre, acting program consultant with rural services (filling in for **Helen Leigh-Christenson** who's on maternity leave); **Stephen Shaw**, lab scientist at the food laboratory at Airdrie; **Joyce Harrop**, clerk typist with market development; **Michael David**, **Therese Despins** and **Steve Perkovic**, lab technicians with Farming for the Future (FFTF) at Lethbridge; **Gordon Grant**, greenhouse specialist at the Alberta Horticultural Research Center at Brooks; **Elaine Blais**, clerk typist with personnel; **Shelley Gould-Hawke**, clerk typist at the Lethbridge vet lab; **Gary Gensler**, lab technician with food laboratory services in Edmonton (replacing **Lucia James-Davis** who's on maternity leave); **Diane Bradshaw**, clerk typist with market development; **Jeffrey Kucharski**, Toyko retail officer with market development; **Yvonne Herbert**, clerk typist with personnel; **Tom Jensen**, conservation agrologist with the conservation and development branch in Edmonton; **Kim Gruhn**, clerk typist with the pork industry branch; **David Bergstrom**, agrologist with FFTF in Edmonton; **Carolyn Coverhill**, lab technician with FFTF at Lacombe; **Kerry Kamieniecki**, systems analyst with the soils branch; **Linda Goin**, work processing operator with the agricultural processing development branch; **Elva Christie**, lab technician with the reference lab at the O.S. Longman Building; **Toru Maruno**, technologist at the Horticultural Research Center at Brooks. District home economists who have begun training are **Rosemary Zak** at Strathmore, **Dorene Trenerry** at

Barrhead and **Tracy Hamilton** at Spirit River.

Transfers: **Dennis Roll** became regional irrigationist at Airdrie; he was soil and water management specialist in Edmonton. **Peter Van Everdink**, former DA at Sangudo, has transferred to Eaglesham; **Janice McGregor**, former DHE at Drayton Valley has joined the Lacombe district office; **Ada Serafinchon**, clerk typist, joined the print media branch moving from personnel.

The following people have left Alberta Agriculture, and we wish them well: **Anita Marr**, **Andrew Raphael**, **Randy Schmidt**, **Michael Haws**, **Laurie Scott**, **Gale Langford**, **Debbie Forage**, **Marie Tyler**, **David Hope**, **Robert Lowrie**, **Ronald Becker**, **Leah Hynes**, **Virginia Hirsekorn**, **Carol Goettel**, **Paul Delbecq**, **Trudy McKim**, **Candace Hall**, **Kevin Gendall**, **Linda Hamilton**, **Dorothy Miller**.

Someone not "one the move" is **Elizabeth Webster** who's still with the 4-H branch in Edmonton. The Elizabeth Webster who did leave the department worked with the research division's Farming for the Future (FFTF) program.

Ag-knowledge is sorry to report the death of **Pam Gordulic** who worked with the Surface Rights Board. □

agri-bits

1. What is the name of the girl with the hat, hoe and basket of vegetables who is the symbol of farmers' markets in Alberta?

2. Who's telephone number is 328-RAIN?

3. Which regional specialist has to wear sunglasses to escape his movie fans?

4. How many miles of irrigation canals/distribution systems are there in Alberta?

5. Oops! Which agribits answer in the June issue of Ag-knowledge was wrong?

6. What is Alberta Agriculture's most northerly all-woman district office?

Answers

1. Sunny. When you see her, you know one of Alberta's 115 farmers' markets is not very far away.
2. It belongs to the Lethbridge centre's farm weather line which producers can call 24 hours a day to get the latest agricultural weather forecast for their area.
3. Garry Coy, regional soils specialist at Fairview. In addition to being one of the technical advisors, Garry also appeared in *Oh Gully*, *Where's the Soil?*, an Alberta Agriculture film which deals with the problems of water erosion.
4. There's a total of 7,500 to 8,000 miles of canals/distribution systems in Alberta's 13 irrigation districts which serve about 5,600 farms.
5. The answer that Manning was our most northerly district office. It appears that Fort Vermilion is still on the map and holds that honor.
6. This time it is Manning. Winnie Chong, DHE, Elaine Ryl, D.A., Kathy Hougham, summer assistant D.A. and May Dimitrak, clerk typist, "man" the office.

